EE in Practice: EE Plan Conferences

The Wisconsin Educator Effectiveness System (EE) requires charter schools and school districts to conduct the EE plan conferences. Growth questions to consider include: Where are we now and where do we want to be? How can we use the examples below to improve educator development and student learning in our school and/or district? What are our next steps?

BEGINNING Practice (required)

- **Planning session**: Educators and evaluators (in summary years) or peers (in supporting years) meet to review proposed EE plan goals in preparation for implementation.
- **Mid-year review**: Educators meet with evaluators or peers to review EE plan progress and adjust strategies and goals as appropriate.
- **End-of-cycle conference**: Educators meet with evaluators or peers to assess the degree to which EE plan goals were met and plan for the next EE cycle.

INTERMEDIATE Practice

In addition to beginning practices:

- Educators meet with peers, individually or as teams, to conduct annual EE Conferences during supporting years.
- Educators, peers, and evaluators meet as needed to support continuous improvement over the semester, year, and evaluation cycle.

ADVANCED Practice

In addition to beginning and intermediate practice:

- Evaluators utilize established protocols during EE conferences and maximize effectiveness by using them as key opportunities to build trust with educators.
- Educators demonstrate ownership of their professional growth, and conference discussions are primarily driven by the educator.
- Educators, evaluators, and peers focus EE conference conversations on continuous improvement and school/district improvement priorities.
- Administration ensures all mentoring, induction, and coaching programs and resources are aligned to support EE and vice versa.

Resources for growth:

- [Introduction to Mentoring Essentials](#) (Downloadable DPI training module, facilitator guide, and feedback forms)
- [Professional Conversations and Coaching](#) (DPI resource, pages 59–63)
- [Professional Conversations](#) (interactive DPI training module)